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PART IV-A

**Rules and Orders (Other than those published in Parts I, I-A, and I-L) made
by the Government of Gujarat under the Central Acts**

HEALTH AND FAMILY WELFARE DEPARTMENT

NOTIFICATION

Sachivalaya, Gandhinagar, 17th December, 2021

CONSTITUTION OF INDIA.

No. GP/48/NSG/122019/711/E- In exercise of the powers conferred by the proviso to article 309 of the Constitution of India and in supersession of all the rules made in this behalf, the Governor of Gujarat hereby makes the following rules to provide for regulating the method of Competitive Examination for recruitment to the post of Nurse Practitioner in Midwifery, Class III, in the subordinate service of the Commissionerate of Health, Medical Services and Medical Education and Research, Gujarat State, namely :-

1. Short title, commencement and application-

- (1) These rules may be called the Nurse Practitioner in Midwifery, Class III, Competitive examination Rules, 2021.
- (2) They shall come in to force on the date of their publication in the *Official Gazette*.
- (3) They shall apply to the persons, who are eligible to be appointed by direct recruitment on the post of Nurse Practitioner in Midwifery, Class III, in the subordinate services under the Commissionerate of Health, Medical Services and Medical Education and Research, Gujarat State;

2. Definitions- In this rules, unless the context otherwise requires :-

- (a) "Appendix" means Appendix appended to these rules;
- (b) "Commissioner" means the Commissioner of Health, Medical Services and Medical Education and Research;
- (c) "Examination" means the competitive examination for recruitment to the post of Nurse Practitioner in Midwifery, Class III, in the subordinate service under the Commissionerate of Health, Medical Services and Medical Education and Research, Gujarat State prescribed under these rules;
- (d) "Board" means Gujarat Subordinate Service Selection Board (GSSSB), Gandhinagar;
- (e) "Government" means the Government of Gujarat;
- (f) "Recognized institution" means an institution recognized under section 23 of the Gujarat Nurse Midwifery and Health Visitors Act, 1968;

- (g) “Nurse Practitioner in Midwifery” means B.Sc (N) or G.N.M who have obtained Diploma in Nurse Practitioner in Midwifery from an institution recognized by the Gujarat Nursing Council with specialized knowledge , skills and aptitude in providing competent advance quality care to mother and neonate in all stages of pregnancy, child birth and post-delivery throughout the life span at all the three levels of care.

3. Eligibility- (1) A candidate shall not be qualified for admission to the examination unless he is-

- (a) A citizen of India, or
- (b) A subject of Nepal, or
- (c) A subject of Bhutan, or
- (d) A Tibetan refugee who came over to India, before the 1st January, 1962, with the intention of permanently settling in India, or
- (e) A person of Indian origin who has migrated from Pakistan, Myanmar, Sri Lanka, East African countries of Kenya, Uganda, the United Republic of Tanzania, Zambia, Malawi, Zaire, Ethiopia and Vietnam, with the intention of permanently settling in India:

Provided that the candidates belonging to categories (b), (c), (d) or I shall be required to furnish a certificate of eligibility issued by the Government.

- (2) The candidate who is required to produce a certificate of eligibility, under sub-rule (1) allowed to appear in the Examination conducted by the Board and he may also be appointed provisionally subjected to the production of eligibility certificate within time frame as decided by the Government.

4. Disqualification for appointment on the grounds of marriage- (1) No person who,-

- (a) has entered into or contracted a marriage with a person having spouse living ; or
- (b) having a spouse living, has entered into or contracted a marriage with any person shall be eligible for appointment to the post of Nurse Practitioner in Midwifery, Class III,

Provided that subject to the provisions of any law for the time being in force the State Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are special grounds for doing so, exempt any person from the operation of this sub-rules

- (2) The candidate shall declare in the application form whether he or she, as the case may be, is married and, in the case of the male candidate whether he has more than one wife living and in the case of female candidate whether she has married to a man who has already another wife living.

5. Age Limit- A candidate shall have attained the minimum age of 20 years and shall not have attained the maximum age prescribed in the relevant recruitment rules on the date as may be specified in the advertisement by the Board.

6. Educational Qualification- (1) The Candidate possessing the requisite educational qualification and other requirements for the appointment, to the post of Nurse Practitioner in Midwifery Class III, in the subordinate service of the Commissioner of Health, Medical Services and medical Education and Research, Gujarat State, under the relevant recruitment rules shall be eligible for admission to the examination.

7. Mode of Examination- The examination held for selection of candidates shall consists of two papers as specified in Appendix-I. The papers shall be of objective type (Multiple Choice Questions) nature. Each paper shall contain 100(One Hundred) Multiple Choice Questions, each question shall carry 1(One) Mark.

8. Holding of Examination- (1) The Board shall on receiving the requisition form the Government, shall hold a Competitive Examination for selection of candidates for recruitment to the post of Nurse Practitioner in Midwifery, Class-III, in the subordinate service of the Commissionerate of Health, Medical Services and Medical Education and Research.

- (2) The date, time and the places for holding the examination shall be decided by the Board in consultation with commissioner.

- (3) The Candidate shall be required to appear in the examination at his own expenses.

- 9. Application for Examination-** (1) The candidate who desires to appear at the Examination shall submit an application in such form within such time limit as may be prescribed by the Board along with such fees as may be fixed by the Government from time to time.
- (2) The fees shall be paid in such manner as may be prescribed by the Board and fees once paid shall not be refunded or held over for the subsequent examination.
- (3) The request for withdrawal of the application by the candidate shall not be entertained under any circumstances.
- 10. Board's decision shall be Final-** (1) No candidate shall be allowed to appear at the Examination unless the Board is satisfied that the candidate is eligible in all respects and that he has complied with all the requirements including the payment of the requisite fees.
- (2) The decision of the Board as to the eligibility of a candidate for admission to the Examination shall be final.
- 11. Syllabus For the Examination-** The examination shall comprise of the papers specified in Appendix-I and the syllabus for each paper shall be as such provided by the Indian Nursing Council and specified against each paper in said Appendix.
- 12. Medium of Examination-** The medium of the examination shall be as per instructions given in the question paper.
- 13. List of order of merit-** After the Examination, the names of candidates shall be arranged by the Board in the order of merit on the basis of the aggregate marks finally awarded to each candidate in the Examination. Thereafter, the Board shall, for the purpose of recommending candidates against unreserved vacancies, fix a qualifying mark (hereinafter referred to as general qualifying standard) with reference to the number of unreserved vacancies to be filled up on the basis of the Examination. For the purpose of recommending Reserved Category candidates belonging to Scheduled Castes, Scheduled Tribes, Socially and Educationally Backward Classes (including Nomadic Tribes and Denotified Tribes) and Economically Weaker Sections against reserved vacancies, the Board may relax the general qualifying standard with reference to the number of reserved vacancies to be filled up in each of these categories on the basis of the Examination:
- Provided that the candidates belonging to the Scheduled Castes, Scheduled Tribes, Socially and Educationally Backward Classes (including Nomadic Tribes and Denotified Tribes) and Economically Weaker Sections who have not availed themselves of any of the relaxations in the eligibility or the selection criteria, at the Examination and who, after taking into account the general qualifying standards, are found fit for recommendation by the Board shall not be recommended against the vacancies reserved for the Scheduled Castes, Scheduled Tribes, Socially and Educationally Backward Classes (including Nomadic Tribes and Denotified Tribes) and Economically Weaker Sections.
- Provided that the candidates belonging to the Scheduled Castes, Scheduled Tribes, Socially and Educationally Backward Classes (including Nomadic Tribes and Denotified Tribes) and Economically Weaker Sections who have not availed themselves of any of the relaxations in the eligibility or the selection criteria, at the Examination and who, after taking into account the general qualifying standards, are found fit for recommendation by the Board shall not be recommended against the vacancies reserved for the Scheduled Castes, Scheduled Tribes, Socially and Educationally Backward Classes (including Nomadic Tribes and Denotified Tribes) and Economically Weaker Sections.
- (2) The Board may further lower the qualifying Standard to take care of any shortfall of candidates for appointment against unreserved vacancies and any surplus of candidates against reserved vacancies arising out of the provision of this rule.
- 14. Waiting list-** The Board shall prepare the waiting list of the qualified candidates which shall contain twenty percent (20%) of vacancies advertised for each category. The waiting list shall remain in force in accordance with the relevant instructions issued by the Government in this behalf.
- 15. Result of the Examination-**
- (1) The result of the candidates whose names are to be recommended to the Government for appointment to the Post of Nurse Practitioner in Midwifery, Class III, in the subordinate service of the Commissionerate of Health, Medical Services and Medical Education and Research shall be arranged according to the order of

merits of candidates along with the seat number and the total marks obtained by each of the candidates and the same shall be published by the Board on its notice board and official website.

- (2) The Board shall also display on its notice board the result of unsuccessful candidates containing the names, seat number and total marks obtained by each of the candidates.
- (3) The Board shall, thereafter send a copy of the result to the Government, and Government shall publish the same in the *Official Gazette*.

16. No right to Appointment- The mere success in the Examination shall not confer any right to appointment and no candidate shall be appointed to the post unless the Government is satisfied after such inquiries as may be considered necessary that the candidate is suitable in all respects for appointment to the post.

17. Medical Examination- The selected candidate shall be required to pass a medical examination in accordance with the relevant recruitment rules made by Government in this behalf.

18. Disciplinary Actions- The candidate who is or has been declared by the Board to be guilty of,-

- (a) obtaining support for his candidature by any means;
- (b) impersonating;
- (c) procuring impersonation by any person;
- (d) submitting fabricated documents or documents which have been tampered with;
- (e) making statements which are incorrect or false or suppressing material facts or information;
- (f) resorting to any other irregular or improper means in connection with his candidature for the examination;
- (g) using unfair means during the examination;
- (h) writing irrelevant matter including absurd language or pornographic matter in the scripts;
- (i) misbehaving in any other manner in the examination hall;
- (j) harassing or doing bodily harm to the staff employed by the Board for the conduct of the examination;
- (k) attempting to commit or, as the case may be, abetting the commission of all or any of the acts specified in the foregoing clauses; or
- (l) violating any of the instructions issued to the candidates along with his admission certificate permitting him to take the examination shall, in addition to rendering himself liable to criminal prosecution, be liable,-
 - (1) to be disqualified by the Board from the examination for which he is a candidate; or
 - (2) to be debarred either permanently or for a specific period,-

(ii) by the Board from appearing in any examination or from any interview for direct selection to be held by it; or

(ii) by the State Government from any employment under it;

Provided that no penalty under sub-clause (1) or clause (2) above shall be imposed except after giving the candidate an opportunity of making such representation in writing as he may wish to make in that behalf, or

(3) to disciplinary action under the appropriate rules if he is already in the Government service.

19. Restrictions to Examination-

- (1) The candidate shall answer all question papers in his own hand writing.
- (2) the candidate shall not be permitted to carry with him, in the examination hall, a cellular phone, pager or any other mobile communication device;
- (3) the candidate shall not be allowed to use calculator in the examination:

Provided that the candidate may be permitted to bring and use the simple battery operated non programmable pocket calculator in such conventional type paper as may be prescribed by the Board. But the exchange or transfer of calculator amongst the candidates in the Examination hall shall not be permitted.

20. The Board shall regulate all the matters of entire recruitment process. The Board shall strictly follow the rules, regulations and instructions issued by the Government in this behalf from time to time.

Appendix – I

{See rule 7}

Syllabus for the Competitive Examination for the recruitment to the post of Nurse Practitioner in Midwifery, Class III.

Total : 100 Marks			Duration : Two hours
Paper-1	Syllabus		Marks
Part-A	(1)	Chain of Referral system.	01
	(2)	Communication .	02
	(3)	Pharmacology.	05
	(4)	Records and report.	02
	(5)	Infection control.	05
	(6)	Adolescent Health.	02
	(7)	Counseling.	03
	(8)	Antenatal.	05
	(9)	Management of labour, delivery and recognition of problems.	25
Part-B	(1)	Recognition and management of problems during pregnancy.	10
	(2)	Recognition and management of problems during Labour.	10
	(3)	Promotion of Health of women and their Newborn during postnatal period and recognition and management of problem.	12
	(4)	Family welfare services to help woman, plan their families.	05
	(5)	Promotion of Health of woman during the non-child bearing period.	05
	(6)	Legal and Ethical issues.	03
	(7)	Current schemes and programme with special reference to Maternal and child Health Programme.	05
	Total Marks		100

Paper-2	Syllabus		Marks
	1	Supervision and Management of Midwifery services at various level community health center. District and tertiary level maternal and child health care.	40
	2	Clinical Teaching at community health center. District and tertiary level for midwifery students.	20
	3	Elementary research and statistics importance and implication on midwifery services.	20

	4	Medico legal aspects & legal ethical issues, MTP act, PNDT act, abandoned babies, transfer to orphanage, ING act. Role and responsibilities of Nurse Practitioner in Midwifery(NPM) in midwifery and neonatal care	20
	Total Marks		100

By order and in the name of the Governor of Gujarat,

I. M. QURAISHI,

Additional Secretary to Government.

શ્રમ, કૌશલ્ય વિકાસ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, ૧૭મી ડિસેમ્બર, ૨૦૨૧

કારખાના અધિનિયમ, ૧૯૪૮.

ક્રમાંક:-જીએચઆર/૧૪૮/૨૦૨૧/એફએસી/૧૪૨૦૨૦/૨૩૪૮૦૬/મ(૩)- કારખાના અધિનિયમ, ૧૯૪૮ (સને ૧૯૪૮ ના ૬૩ માં) ની કલમ-૬૬ (૧) ખંડ(બી) ના પરંતુક થી મળેલ સત્તાની રુએ લેકમે લિવર પ્રા. લી., (યુ-૨), સર્વે નં. ૧૫૮/બી, વરસાણા, ભીમાસર-પડાણા રોડ, ઓફ નેશનલ હાઈવે ૮-એ, પોસ્ટ પડાણા, તા. ગાંધીધામ, જિ. કચ્છની તા.૨૭/૦૭/૨૦૨૧ના પત્રથી સ્ત્રી શ્રમયોગીઓને બપોરના ૦૩.૦૦ કલાકથી રાત્રીના ૧૧.૦૦ કલાક સુધીની બીજી તથા રાત્રીના ૧૧.૦૦ કલાકથી સવારના ૦૭.૦૦ કલાક સુધીની ત્રીજી પાળીમાં કામે રાખવા માટેની રજુઆતના સંદર્ભમાં નિયામકશ્રી, ઔદ્યોગિક સલામતી અને સ્વાસ્થ્ય, અમદાવાદની તા.૧૦/૧૧/૨૦૨૧ની ભલામણ અન્વયે જાહેરનામું પ્રસિદ્ધ થયા તારીખથી નીચેની શરતોને આધીન રહીને ૦૩.૦૦ કલાકથી રાત્રીના ૧૧.૦૦ કલાક સુધીની બીજી તથા રાત્રીના ૧૧.૦૦ કલાકથી સવારના ૦૭.૦૦ કલાક સુધીની ત્રીજી પાળીમાં સ્ત્રી શ્રમયોગીઓને કામે રાખવાની આથી મંજૂરી આપવામાં આવે છે.

- સ્ત્રી શ્રમયોગીઓને તેમના રહેઠાણથી કારખાનામાં અને કારખાનામાંથી રહેઠાણ સુધી લાવવા લઈ જવાની મફત વ્યવસ્થા કરવાની રહેશે.
- ઉપર મુજબની વ્યવસ્થા પુરી પાડવામાં આવે તે સ્ત્રી શ્રમયોગીઓને લાવવા લઈ જવા માટે પૂરતી સલામતીની વ્યવસ્થા કરવાની રહેશે.
- સ્ત્રી શ્રમયોગીનું રહેઠાણનું સરનામું બદલાઈ જાય (સામાન્ય રીતે લગ્ન થતા સરનામું બદલાય છે) તો પીક- અપ સ્થાન ફરીથી નક્કી કરવું અથવા સદરહું સ્ત્રી શ્રમયોગીને પ્રથમ પાળી કે જનરલ પાળીમાં જ કામે રાખવામાં આવે તે રીતે વ્યવસ્થા કરવાની રહેશે.
- સ્ત્રી શ્રમયોગીના ૬ વર્ષથી નાના બાળકો માટે લાગુ પડતું હોય તેવા કિસ્સામાં ઘોડિયા ઘર માટે ગુજરાત કારખાના નિયમ-૧૯૬૩ના નિયમ ૮૩ અને નિયમ ૮૩-એ મુજબ યોગ્ય લાયકાતવાળી સ્ત્રીની નિમણૂક કરવી.
- કારખાના ધારો, ૧૯૪૮ની કલમ, ૬૬(૧)(બી) માંથી જે શરતોએ મૂકિત આપવામાં આવે તે શરતો ગુજરાતી ભાષામાં કારખાનામાં શ્રમયોગીઓ વાંચી શકે તે રીતે મુક્તિના સમયગાળા દરમિયાન કારખાનામાં પ્રદર્શિત કરવાની રહેશે.
- જે સ્ત્રી શ્રમયોગીઓને બપોરના ૦૩.૦૦ કલાકથી રાત્રીના ૧૧.૦૦ કલાક સુધીની બીજી તથા રાત્રીના ૧૧.૦૦ કલાકથી સવારના ૦૭.૦૦ કલાક સુધીની ત્રીજી પાળી દરમિયાન કામે રાખવામાં આવે તે સ્ત્રી શ્રમયોગીઓની કામ કરવાની લેખિતમાં સંમતિ મેળવવાની રહેશે.
- ગર્ભ ધારણ અથવા બાળ જન્મને સંબંધિત ન હોય તેવા ન્યાયિક કારણો સિવાય સ્ત્રી શ્રમયોગીઓને ડીસમીસ કરી શકાશે નહીં કે નોટીસ આપી શકાશે નહીં. તે અંગેની જાણકારી સ્ત્રી શ્રમયોગીઓને કરવાની રહેશે.
- બીજી અને ત્રીજી પાળી દરમિયાન કામે રાખવામાં આવેલ સ્ત્રી શ્રમયોગીઓ માટે સ્ત્રી સુપરવાઈઝરની વ્યવસ્થા કરવાની રહેશે.
- ફેક્ટરી એક્ટની કલમ-૬૬(૧)(એ) મુજબ, સદરહું એક્ટની કલમ-૫૪ અન્વયે ૦૮ કલાકથી વધુ સમય માટે (એક પાળીમાં) સ્ત્રી શ્રમયોગીઓ પાસેથી કામ લઈ શકાશે નહિ.
- સ્ત્રી શ્રમયોગીઓની જાતિય સતામણી ન થાય તે માટે નામ. સુપ્રિમ કોર્ટના રીટ પીટીશન નં.૬૬૬ થી ૬૭૦/૧૯૮૨ ના તા.૧૩-૬-૮૭ ના ચુકાદાની સુચનાઓનો અમલ કરવાનો રહેશે તથા The Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal Act – 2013 ની જોગવાઈ મુજબ Internal Complaints Committee બનાવવાની રહેશે.

૧૧. નામદાર ગુજરાત હાઈકોર્ટના સીએવી જજમેંટ સ્પે.સી.એ. નં.૨૮૮૪/૨૦૧૨ના પારા ૨૫.૧ માં આપેલ ચૂકાદા મુજબ મહિલા શ્રમયોગીઓને રાત્રી પાળીમાં રાખવામાં આવે તે માટે કંપનીએ સેફ્ટી અને સીક્યુરીટીની ચુસ્તપણે કાળજી લેવાની રહેશે.
૧૨. આ શરતોનો ભંગ/ઉલ્લંઘન થયેલ જણાશે તો કારખાના ધારાની કલમ- ૬૬(૧)(બી) માંથી આપવામાં આવેલ મુક્તિ રદ થયેલ ગણાશે અને કાયદેસરની કાર્યવાહી કરવામાં આવશે.
૧૩. આ હુકમથી આપવામાં આવેલ મંજૂરીમાં જણાવેલ શરતોના પાલનનો અહેવાલ દર માસે સ્થાનિક કચેરીને તેમજ વડી કચેરીને કરવાનો રહેશે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે.

ડી. એમ. પઠાણ,

સરકારના નાયબ સચિવ.

શ્રમ, કૌશલ્ય વિકાસ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, ૧૭મી ડિસેમ્બર, ૨૦૨૧

કારખાના અધિનિયમ, ૧૯૪૮.

ક્રમાંક:-જીએચઆર/૧૫૦/૨૦૨૧/એફએસી/૧૪૨૦૨૦/૨૩૪૮૪૧/મ(૩)- કારખાના અધિનિયમ, ૧૯૪૮ (સને ૧૯૪૮ ના ૬૩ માં) ની કલમ-૬૬ (૧) ખંડ(બી) ના પરંતુક થી મળેલ સત્તાની રુએ લેકમે લિવર પ્રા. લી., (યુ-૧), સર્વે નં. ૧૫૯, વરસાણા, ભીમાસર-પડાણા રોડ, ઓફ નેશનલ હાઈવે ૮-એ, પોસ્ટ પડાણા, તા. ગાંધીધામ, જિ. કચ્છની તા.૨૭/૦૭/૨૦૨૧ના પત્રથી સ્ત્રી શ્રમયોગીઓને બપોરના ૦૩.૦૦ કલાકથી રાત્રીના ૧૧.૦૦ કલાક સુધીની બીજી તથા રાત્રીના ૧૧.૦૦ કલાકથી સવારના ૦૭.૦૦ કલાક સુધીની ત્રીજી પાળીમાં કામે રાખવા માટેની રજુઆતના સંદર્ભમાં નિયામકશ્રી, ઔદ્યોગિક સલામતી અને સ્વાસ્થ્ય, અમદાવાદની તા.૧૦/૧૧/૨૦૨૧ની ભલામણ અન્વયે જાહેરનામું પ્રસિદ્ધ થયા તારીખથી નીચેની શરતોને આધીન રહીને ૦૩.૦૦ કલાકથી રાત્રીના ૧૧.૦૦ કલાક સુધીની બીજી તથા રાત્રીના ૧૧.૦૦ કલાકથી સવારના ૦૭.૦૦ કલાક સુધીની ત્રીજી પાળીમાં સ્ત્રી શ્રમયોગીઓને કામે રાખવાની આથી મંજૂરી આપવામાં આવે છે.

૧. સ્ત્રી શ્રમયોગીઓને તેમના રહેઠાણથી કારખાનામાં અને કારખાનામાંથી રહેઠાણ સુધી લાવવા લઈ જવાની મફત વ્યવસ્થા કરવાની રહેશે.
૨. ઉપર મુજબની વ્યવસ્થા પુરી પાડવામાં આવે તે સ્ત્રી શ્રમયોગીઓને લાવવા લઈ જવા માટે પૂરતી સલામતીની વ્યવસ્થા કરવાની રહેશે.
૩. સ્ત્રી શ્રમયોગીનું રહેઠાણનું સરનામું બદલાઈ જાય (સામાન્ય રીતે લગ્ન થતા સરનામું બદલાય છે) તો પીક- અપ સ્થાન ફરીથી નક્કી કરવું અથવા સદરહું સ્ત્રી શ્રમયોગીને પ્રથમ પાળી કે જનરલ પાળીમાં જ કામે રાખવામાં આવે તે રીતે વ્યવસ્થા કરવાની રહેશે.
૪. સ્ત્રી શ્રમયોગીના ૬ વર્ષથી નાના બાળકો માટે લાગુ પડતું હોય તેવા કિસ્સામાં ઘોડિયા ઘર માટે ગુજરાત કારખાના નિયમ-૧૯૬૩ના નિયમ ૮૩ અને નિયમ ૮૩-એ મુજબ યોગ્ય લાયકાતવાળી સ્ત્રીની નિમણૂક કરવી.
૫. કારખાના ધારો, ૧૯૪૮ની કલમ, ૬૬(૧)(બી) માંથી જે શરતોએ મૂકિત આપવામાં આવે તે શરતો ગુજરાતી ભાષામાં કારખાનામાં શ્રમયોગીઓ વાંચી શકે તે રીતે મુક્તિના સમયગાળા દરમિયાન કારખાનામાં પ્રદર્શિત કરવાની રહેશે.
૬. જે સ્ત્રી શ્રમયોગીઓને બપોરના ૦૩.૦૦ કલાકથી રાત્રીના ૧૧.૦૦ કલાક સુધીની બીજી તથા રાત્રીના ૧૧.૦૦ કલાકથી સવારના ૦૭.૦૦ કલાક સુધીની ત્રીજી પાળી દરમિયાન કામે રાખવામાં આવે તે સ્ત્રી શ્રમયોગીઓની કામ કરવાની લેખિતમાં સંમતિ મેળવવાની રહેશે.
૭. ગર્ભ ધારણ અથવા બાળ જન્મને સંબંધિત ન હોય તેવા ન્યાયિક કારણો સિવાય સ્ત્રી શ્રમયોગીઓને ડીસમીસ કરી શકાશે નહીં કે નોટીસ આપી શકાશે નહીં. તે અંગેની જાણકારી સ્ત્રી શ્રમયોગીઓને કરવાની રહેશે.
૮. બીજી અને ત્રીજી પાળી દરમિયાન કામે રાખવામાં આવેલ સ્ત્રી શ્રમયોગીઓ માટે સ્ત્રી સુપરવાઈઝરની વ્યવસ્થા કરવાની રહેશે.
૯. ફેક્ટરી એક્ટની કલમ-૬૬(૧)(એ) મુજબ, સદરહું એક્ટની કલમ-૫૪ અન્વયે ૦૮ કલાકથી વધુ સમય માટે (એક પાળીમાં) સ્ત્રી શ્રમયોગીઓ પાસેથી કામ લઈ શકાશે નહિ.
૧૦. સ્ત્રી શ્રમયોગીઓની જાતિય સતામણી ન થાય તે માટે નામ. સુપ્રિમ કોર્ટના રીટ પીટીશન નં.૬૬૬ થી ૬૭૦/૧૯૯૨ ના તા.૧૩-૬-૯૭ ના ચુકાદાની સુચનાઓનો અમલ કરવાનો રહેશે તથા The Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal Act – 2013 ની જોગવાઈ મુજબ Internal Complaints Committee બનાવવાની રહેશે.

૧૧. નામદાર ગુજરાત હાઈકોર્ટના સીએવી જજમેંટ સ્પે.સી.એ. નં.૨૮૮૪/૨૦૧૨ના પારા ૨૫.૧ માં આપેલ ચૂકાદા મુજબ મહિલા શ્રમયોગીઓને રાત્રી પાળીમાં રાખવામાં આવે તે માટે કંપનીએ સેફ્ટી અને સીક્યુરીટીની ચુસ્તપણે કાળજી લેવાની રહેશે.
૧૨. આ શરતોનો ભંગ/ઉલ્લંઘન થયેલ જણાશે તો કારખાના ધારાની કલમ- ૬૬(૧)(બી) માંથી આપવામાં આવેલ મુક્તિ રદ થયેલ ગણાશે અને કાયદેસરની કાર્યવાહી કરવામાં આવશે.
૧૩. આ હુકમથી આપવામાં આવેલ મંજૂરીમાં જણાવેલ શરતોના પાલનનો અહેવાલ દર માસે સ્થાનિક કચેરીને તેમજ વડી કચેરીને કરવાનો રહેશે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે.

ડી. એમ. પઠાણ,

સરકારના નાયબ સચિવ.

શ્રમ, કૌશલ્ય વિકાસ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, ૧૭મી ડિસેમ્બર, ૨૦૨૧

કારખાના અધિનિયમ, ૧૯૪૮.

- ક્રમાંક:-જીએચઆર/૧૫૧/૨૦૨૧/એફએસી/૧૪૨૦૨૧/૪૧૨૧૬૦/મ(૩)-** કારખાના અધિનિયમ, ૧૯૪૮ (સને ૧૯૪૮ ના ૬૩ માં) ની કલમ-૬૬ (૧) ખંડ(બી) ના પરંતુક થી મળેલ સત્તાની રુએ Nestle India Ltd., Plot no. SM-38, Sanand-2, GIDC Ind. Estate, Siyawada Chokdi, Nr. GIDC Office, Ta. Sanand, Dist.-Ahmedabad ની તા. ૦૨/૦૮/૨૦૨૧ના પત્રથી સ્ત્રી શ્રમયોગીઓને બપોરના ૦૩.૦૦ કલાકથી રાત્રીના ૧૧.૦૦ કલાક સુધીની બીજી તથા રાત્રીના ૧૧.૦૦ કલાકથી સવારના ૦૭.૦૦ કલાક સુધીની ત્રીજી પાળીમાં કામે રાખવા માટેની રજુઆતના સંદર્ભમાં નિયામકશ્રી, ઔદ્યોગિક સલામતી અને સ્વાસ્થ્ય, અમદાવાદની તા.૧૩/૦૮/૨૦૨૧ની ભલામણ અન્વયે જાહેરનામું પ્રસિદ્ધ થયા તારીખથી નીચેની શરતોને આધીન રહીને ૦૩.૦૦ કલાકથી રાત્રીના ૧૧.૦૦ કલાક સુધીની બીજી તથા રાત્રીના ૧૧.૦૦ કલાકથી સવારના ૦૭.૦૦ કલાક સુધીની ત્રીજી પાળીમાં સ્ત્રી શ્રમયોગીઓને કામે રાખવાની આથી મંજૂરી આપવામાં આવે છે.
૧. સ્ત્રી શ્રમયોગીઓને તેમના રહેઠાણથી કારખાનામાં અને કારખાનામાંથી રહેઠાણ સુધી લાવવા લઈ જવાની મફત વ્યવસ્થા કરવાની રહેશે.
 ૨. ઉપર મુજબની વ્યવસ્થા પુરી પાડવામાં આવે તે સ્ત્રી શ્રમયોગીઓને લાવવા લઈ જવા માટે પૂરતી સલામતીની વ્યવસ્થા કરવાની રહેશે.
 ૩. સ્ત્રી શ્રમયોગીનું રહેઠાણનું સરનામું બદલાઈ જાય (સામાન્ય રીતે લગ્ન થતા સરનામું બદલાય છે) તો પીક- અપ સ્થાન ફરીથી નક્કી કરવું અથવા સદરહું સ્ત્રી શ્રમયોગીને પ્રથમ પાળી કે જનરલ પાળીમાં જ કામે રાખવામાં આવે તે રીતે વ્યવસ્થા કરવાની રહેશે.
 ૪. સ્ત્રી શ્રમયોગીના ૬ વર્ષથી નાના બાળકો માટે લાગુ પડતું હોય તેવા કિસ્સામાં ઘોડિયા ઘર માટે ગુજરાત કારખાના નિયમ-૧૯૬૩ના નિયમ ૮૩ અને નિયમ ૮૩-એ મુજબ યોગ્ય લાયકાતવાળી સ્ત્રીની નિમણૂંક કરવી.
 ૫. કારખાના ધારો, ૧૯૪૮ની કલમ, ૬૬(૧)(બી) માંથી જે શરતોએ મૂકિત આપવામાં આવે તે શરતો ગુજરાતી ભાષામાં કારખાનામાં શ્રમયોગીઓ વાંચી શકે તે રીતે મુક્તિના સમયગાળા દરમિયાન કારખાનામાં પ્રદર્શિત કરવાની રહેશે.
 ૬. જે સ્ત્રી શ્રમયોગીઓને બપોરના ૦૩.૦૦ કલાકથી રાત્રીના ૧૧.૦૦ કલાક સુધીની બીજી તથા રાત્રીના ૧૧.૦૦ કલાકથી સવારના ૦૭.૦૦ કલાક સુધીની ત્રીજી પાળી દરમિયાન કામે રાખવામાં આવે તે સ્ત્રી શ્રમયોગીઓની કામ કરવાની લેખિતમાં સંમતિ મેળવવાની રહેશે.
 ૭. ગર્ભ ધારણ અથવા બાળ જન્મને સંબંધિત ન હોય તેવા ન્યાયિક કારણો સિવાય સ્ત્રી શ્રમયોગીઓને ડીસમીસ કરી શકાશે નહીં કે નોટીસ આપી શકાશે નહીં. તે અંગેની જાણકારી સ્ત્રી શ્રમયોગીઓને કરવાની રહેશે.
 ૮. બીજી અને ત્રીજી પાળી દરમિયાન કામે રાખવામાં આવેલ સ્ત્રી શ્રમયોગીઓ માટે સ્ત્રી સુપરવાઈઝરની વ્યવસ્થા કરવાની રહેશે.
 ૯. ફેક્ટરી એક્ટની કલમ-૬૬(૧)(એ) મુજબ, સદરહું એક્ટની કલમ-૫૪ અન્વયે ૦૮ કલાકથી વધુ સમય માટે (એક પાળીમાં) સ્ત્રી શ્રમયોગીઓ પાસેથી કામ લઈ શકાશે નહિ.
 ૧૦. સ્ત્રી શ્રમયોગીઓની જાતિય સતામણી ન થાય તે માટે નામ. સુપ્રિમ કોર્ટના રીટ પીટીશન નં.૬૬૬ થી ૬૭૦/૧૯૯૨ ના તા.૧૩-૬-૯૭ ના ચુકાદાની સુચનાઓનો અમલ કરવાનો રહેશે તથા The Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal Act – 2013 ની જોગવાઈ મુજબ Internal Complaints Committee બનાવવાની રહેશે.
 ૧૧. નામદાર ગુજરાત હાઈકોર્ટના સીએવી જજમેંટ સ્પે.સી.એ. નં.૨૮૮૪/૨૦૧૨ના પારા ૨૫.૧ માં આપેલ ચૂકાદા મુજબ મહિલા શ્રમયોગીઓને રાત્રી પાળીમાં રાખવામાં આવે તે માટે કંપનીએ સેફ્ટી અને સીક્યુરીટીની ચુસ્તપણે કાળજી લેવાની રહેશે.

૧૨. આ શરતોનો ભંગ/ઉલ્લંઘન થયેલ જણાશે તો કારખાના ધારાની કલમ- ૬૬(૧)(બી) માંથી આપવામાં આવેલ મુક્તિ રદ થયેલ જણાશે અને કાયદેસરની કાર્યવાહી કરવામાં આવશે.
૧૩. આ હુકમથી આપવામાં આવેલ મંજૂરીમાં જણાવેલ શરતોના પાલનનો અહેવાલ દર માસે સ્થાનિક કચેરીને તેમજ વડી કચેરીને કરવાનો રહેશે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે.

ડી. એમ. પઠાણ,
સરકારના નાયબ સચિવ.

SOCIAL JUSTICE AND EMPOWERMENT DEPARTMENT
NOTIFICATION

Sachivalaya, Gandhinagar, 18th December, 2021

CONSTITUTION OF INDIA.

No:-GH/SH/11/2021/MKM/102007/1080/J:- In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Gujarat hereby makes the following rules further to amend the Joint Director of Scheduled Caste Welfare, Class I, Recruitment Rules, 2010, namely:-

1. These rules may be called the Joint Director of Scheduled Caste Welfare, Class I, Recruitment (First Amendment) Rules, 2021.
2. In the Joint Director of Scheduled Caste Welfare, Class-I, Recruitment Rules, 2010, in rule 2, after the words “fit for promotion” the words “within the zone of consideration” shall be inserted.

By order and in the name of the Governor of Gujarat,

DINESH PARMAR,
Joint Secretary to Government.

LABOUR, SKILL DEVELOPMENT AND EMPLOYMENT DEPARTMENT
NOTIFICATION

Sachivalaya, Gandhinagar, 21st December, 2021

CONSTITUTION OF INDIA.

NO.: GR-2021-152-102020-435544-M1:- In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Gujarat hereby makes the following rules further to amend the Additional Commissioner of Labour, Class I, Recruitment Rules, 2013, namely: -

1. These rules may be called the Additional Commissioner of Labour, Class I, Recruitment (Amendment) Rules, 2021.
2. In the Additional Commissioner of Labour, Class I, Recruitment Rules, 2013, (hereinafter referred to as ‘the said rules’) in rule 2, in clause (a), for the words, bracket and figures “by promotion on the basis of principle of selectivity within the zone of consideration irrespective of seniority in accordance with the provisions of the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967”, the words, bracket and figures “by promotion of a person who possesses ‘Very Good’ benchmark for being considered fit for promotion within the zone of consideration as laid down in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967” shall be substituted.
3. In the said rules, in rule 3,
 - (i) in clause (a), for the figures and word, “42 years” the figures and word “47 years” shall be substituted;
 - (ii) after clause (a), the following proviso shall be inserted, namely:-

“Provided that the upper age limit may be relaxed in favour of a candidate who is already in the service of the Government of Gujarat in accordance with the provisions of the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967”.

- (iii) in clause (b), in sub-clause (i), for the words, “a second class degree” the words “at least the second class bachelor’s degree” shall be substituted.
- (iv) in clause (b), in sub-clause (ii), for the words, “a Master of Social Welfare or Labour Welfare” the words “at least second class degree of Master of Social Work or Master of Labour Welfare” shall be substituted and the words “or possess an equivalent qualification recognized as such by the Government;” shall be deleted.
- (v) in clause (d), for sub-clause (ii), the following sub clause shall be substituted, namely: -
 - (ii) “have about ten years’, combined or separate experience in the field of Labour Problems or Settlement of Labour Disputes or Labour Welfare or Human Resources in Government/ Local bodies/ Government undertaking/ Board/ Corporation/ Limited Company established under the Companies Act, 2013/ Industrial Organisation in which about hundred workers are employed, on the post which can be considered equivalent to the post not below the rank of Assistant Commissioner of Labour, Class I, in the Gujarat Labour Service”.

By order and in the name of the Governor of Gujarat,

GAGUBHA RAJ,

Deputy Secretary to Government.

NARMADA, WATER RESOURCES, WATER SUPPLY AND KALPSAR DEPARTMENT

NOTIFICATION

Sachivalaya, Gandhinagar, 1st October, 2021

CONSTITUTION OF INDIA.

NO.GN-18 OF 2021/RRS/102014/722885/E-3:- In exercise of the powers conferred by the proviso to article 309 of the Constitution of India and in supersession of all the rules issued in this behalf, the Governor of Gujarat hereby makes the following rules to provide for regulating recruitment to the post of Deputy Soil Survey Officer, Class II, in the General State Service, under the Narmada, Water Resources, Water Supply and Kalpsar Department, Gujarat State, namely:-

1. These rules may be called the Deputy Soil Survey Officer, Class II, in the General State Service, under the Narmada, Water Resources, Water Supply and Kalpsar Department, Recruitment Rules, 2021.
2. Appointment to the post of Deputy Soil Survey Officer, Class II, in the General State Service, under the Narmada, Water Resources, Water Supply and Kalpsar Department, Gujarat State, shall be made, either,-
 - (a) by promotion of a person who possesses “ Good ” benchmark for being considered fit for promotion within the zone of consideration as laid down in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967 from amongst the persons who,-
 - (i) have worked for not less than seven years in the cadre of Senior Scientific Assistant, Class III, in the subordinate service under the Narmada, Water Resources, Water Supply and Kalpsar Department, Gujarat State; and
 - (ii) have passed the qualifying examination for computer knowledge in accordance with the provisions of the Gujarat Civil Services Computer Competency Training and Examination Rules, 2006:

Provided that where the appointing authority is satisfied that a person having the experience as specified in sub-clause (i) above is not available for promotion and that it is necessary in the public interest to fill up the post by promotion even of a person having experience for a lesser period; it may, for reasons to be recorded in writing, promote such person who possesses experience of a period of not less than two-thirds of the period as specified in sub-clause (i) above;

- (b) by temporary transfer on deputation basis from amongst the persons working in the cadre of Deputy Executive Engineer (Civil) in the Gujarat Engineering Service, Class II, under the Narmada, Water Resources, Water Supply and Kalpsar Department; or

(c) by direct selection

3. To be eligible for appointment by direct selection to the post mentioned in rule 2, the candidate shall -

(a) not be more than 42 years of age;

Provided that the upper age limit may be relaxed in favor of the candidate who is already in the service of the Government of Gujarat in accordance with the provisions of the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967;

Provided further that nothing contained in clause (b) of sub-rule (9) of rule 8 of the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967 shall be applicable in so far as relaxation of upper age limit as prescribed above is concerned;

(b) Possess;

(i) a bachelor's degree in Engineering or Technology in Civil Engineering obtained from any of the Universities established or incorporated by or under the Central or a State Act in India; or any other educational Institution recognized as such or declared to be deemed as an University under section 3 of the University Grants Commission Act, 1956; or

(ii) a Master of Agricultural Engineering or Master of Technology (Agricultural Engineering) in the principle subject of Irrigation and Drainage Engineering or Soil and Water engineering obtained from any of the Agricultural universities incorporated or established by or under the Central Agricultural Universities Act or a State Agricultural Universities act in India;

(c) (i) have about five years' experience on the post not below the rank of Junior Scientific Assistant, Class III, in the subordinate service under the Narmada, Water Resources, Water Supply and Kalpsar Department; or

(ii) have about five years' experience in the field of Indian soil survey relating to Agricultural and Irrigated cultivation in Government/Local Bodies/Government undertaking/Board/Corporation/Limited Company established under the Companies Act, 2013 on the post which can be considered equivalent to the post not below the rank of the Junior Scientific Assistant, Class III, in the subordinate service under the Narmada, Water Resources, Water Supply and Kalpsar Department: and possess the basic knowledge of computer application as prescribed in

(d) the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967;

(e) possess adequate knowledge of Gujarati or Hindi or both.

4. The candidate appointed by direct selection shall be on probation for a period of two years.

5. The candidate appointed by direct selection shall, during his probation period be required to undergo pre-service training and pass the post-training examination in accordance with the provisions of the *Gazetted Officers' Pre-service Training and Examination Rules, 1970*.

6. The candidate appointed by direct selection shall during his probation period, required to pass the qualifying examination for computer knowledge in accordance with the provisions of the Gujarat Civil Services Computer Competency Training and Examination Rules, 2006.

7. The candidate appointed by direct selection shall be required to pass an examination in Gujarati or Hindi or both in accordance with the rules prescribed by the Government.

8. The candidate appointed either by promotion or by direct selection shall have to undergo such training and to pass such examination as may be prescribed by the Government.

9. The candidate appointed by direct selection shall be required to furnish a security and surety bond in such form, for such amount and for such period as may be prescribed by the Government.

By order and in the name of the Governor of Gujarat,

V.T.MANDORA,
Additional Secretary to Government.

NARMADA, WATER RESOURCES, WATER SUPPLY AND KALPSAR DEPARTMENT**NOTIFICATION**Sachivalaya, Gandhinagar, 1st October, 2021**CONSTITUTION OF INDIA.**

NO.GN-19 of 2021/RRS/102014/217762/E-3:- In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Gujarat hereby makes the following rules further to amend the Superintending Engineer (Soil, Drainage and Reclamation), Class I, in the General State Service under the Narmada, Water Resources, Water Supply and Kalpsar Department, Recruitment Rules, 2019, namely:-

1. These rules may be called the Superintending Engineer (Soil, Drainage and Reclamation), Class I, in the General State Service Under the Narmada, Water Resources, Water Supply and Kalpsar Department, Recruitment (Amendment) Rules, 2021.
2. In rule 1, for the figures, “2019”, the figures, “2020” shall be substituted.
3. In the said rules, in rule 3, for clause (b), the following clause shall be substituted namely:-

“possess a Master degree of Engineering or Master degree of Technology in principle subject of Irrigation and Drainage Engineering or Soil and Water Engineering with first class obtained from any of the Agricultural Universities incorporated or established by or under the Central Agricultural Universities Act or a State Agricultural Universities Act in India; and

- (i) have about ten years’ experience on the post not below the rank of Deputy Soil Survey Officer, Class II, in the General State Service under the Narmada, water Resources, Water Supply and Kalpsar Department, Gujarat State ; or
- (ii) have about ten years’ combined or separate experience in the soil survey/ground water monitoring/drainage investigation and allied activities like reclamation and allied water logged area/ problems of irrigated agriculture in the Government/Local Bodies/ Government Undertaking/Board/ Corporation/Limited Company established under the companies Act, 2013 on the post not below the rank of Deputy Soil Survey Officer, Class II, in the General State Service, under the Narmada, Water Resources, Water Supply and Kalpsar Department, Gujarat State;”

By order and in the name of the Governor of Gujarat,

V.T.MANDORA,

Additional Secretary to Government.

NARMADA, WATER RESOURCES, WATER SUPPLY AND KALPSAR DEPARTMENT**NOTIFICATION**Sachivalaya, Gandhinagar, 15th December, 2021**CONSTITUTION OF INDIA.**

NO. GNJ-31/2021/RRM/102014/722886/E-3:- In exercise of the powers conferred by the proviso to article 309 of the Constitution of India and in supersession of all the rules made in this behalf, the Governor of Gujarat hereby makes the following rules to provide for regulating recruitment to the post of Deputy Executive Engineer (Mechanical), Class II in the Gujarat Engineering Service under the Narmada, Water Resources, Water Supply and Kalpsar Department, Gujarat State, namely:-

1. These rules may be called the Deputy Executive Engineer (Mechanical), Class II in the Gujarat Engineering Service, under the Narmada, Water Resources, Water Supply and Kalpsar Department, Recruitment Rules, 2021.
2. Appointment to the post of Deputy Executive Engineer (Mechanical), Class II, in the Gujarat Engineering Service, under the Narmada, Water Resources, Water Supply and Kalpsar Department, Gujarat State, shall be made, either,-
 - (a) by promotion of a person who possesses “ Good ” benchmark for being considered fit for promotion within the zone of consideration as laid down in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967 from amongst the persons, who,
 - (i) (a) have worked for not less than five years in the cadre of Assistant Engineer (Mechanical),

Class II, in the Gujarat Engineering Service, or

- (b) have worked for not less than eight years in the cadre of Additional Assistant Engineer (Mechanical), Class III in the subordinate service of Narmada, Water Resources, Water Supply and Kalpsar Department, or
- (c) have worked for not less than thirteen years in the cadre of Overseer (Mechanical), Class III in the subordinate service of Narmada, Water Resources, Water Supply and Kalpsar Department;
- (ii) have passed professional / departmental examination as may be prescribed by the Government; and
- (iii) have passed the qualifying examination for computer knowledge in accordance with the provisions of the Gujarat Civil Services Computer Competency Training and Examination Rules, 2006:

Provided that where the appointing authority is satisfied that the person having the experience specified sub-clause (i) above is not available for promotion and it is necessary in the public interest to fill up the post by promotion even of a person having experience for a lesser period; it may, for reasons to be recorded in writing, promote such person who possesses experience of a period of not less than two-thirds of the period as specified in sub-clause (i) above; or

- (b) by direct selection.

3. (a) The appointments by direct selection and promotion shall made in the ratio of 1:4, respectively.
- (b) The appointments by promotion from the cadre of Assistant Engineer (Mechanical), Class II, Additional Assistant Engineer (Mechanical), Class III and overseer (Mechanical) under sub- clause (i) of clause (a) of rule 2 shall be made in ratio of 7:4:1, respectively:

Provided that, notwithstanding anything contained in any rules, if the state government is satisfied that there are no persons/employees presently working in the cadre of Overseer (Mechanical), Class III from the ratio quota of 7:4:1 the quota of Overseer (Mechanical), class III shall be allocated to the Assistant Engineer (Mechanical), Class II and Additional Assistant Engineer (Mechanical), Class III respectively, until the Overseer, Class III cadre is abolished

4. To be eligible for appointment by direct selection to the post mentioned in rule 2, the candidate shall,-

- (a) not be more than 35 years of age:

Provided that the upper age limit may be relaxed in favour of the candidate who is already in the service of the Government of Gujarat in accordance with the provisions of the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967;

- (b) possess,
 - (i) A Bachelor's Degree in Engineering/Technology in Mechanical Engineering obtained from any of the Universities established or incorporated by or under the Central or a State Act in India; or any other educational institution recognised as such or declared to be deemed as an University under section 3 of the University Grants Commission Act, 1956;
 - (ii) the basic knowledge of computer application as prescribed in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967; and
 - (iii) adequate knowledge of Gujarati or Hindi or Both.

5. The candidate appointed by direct selection shall be on probation for a period of two years.
6. The candidate appointed by direct selection, during his probation period, shall be required to undergo pre-service training and pass the post-training examination in accordance with the provisions of the *Gazetted Officers* Pre-service Training and Examination Rules, 1970.
7. The candidate appointed by direct selection, shall during his probation period shall be required to pass the qualifying examination for computer knowledge in accordance with the provisions of the Gujarat Civil Services Computer Competency Training and Examination Rules, 2006.
8. The candidate appointed by direct selection shall be required to pass an examination in Gujarati or Hindi or both in accordance with the rules prescribed by the Government.

9. The candidate appointed by direct selection shall be required to pass the department examination as may be prescribed by the Government
10. The candidate appointed by direct selection shall be required to furnish a security and surety bond in such form, for such amount and for such period as may be prescribed by the Government.

By order and in the name of the Governor of Gujarat,

V.T.MANDORA,
Additional Secretary to Government.

NARMADA, WATER RESOURCES, WATER SUPPLY AND KALPSAR DEPARTMENT
NOTIFICATION

Sachivalaya, Gandhinagar, 24th December, 2021

CONSTITUTION OF INDIA.

No.GNJ/2021/73/EST/1020/736/06/G:- In exercise of the powers conferred by the provision to article 309 of the Constitution of India, the Governor of Gujarat hereby makes the following rules to provide for regulating the conditions of service of persons directly recruited to the post of Work Assistant, Class-III in the subordinate services of the Narmada, Water Resources, Water Supply and Kalpsar Department, Gujarat State, in so far as they relate to their Pre-service training and passing of the Post-training examination, namely :-

1. Short title, Extent and Commencement :-

- (1) These rules may be called the Work Assistant, Class-III (Pre-service training and passing of post-training Examination) Rules, 2021.
- (2) They shall come into force from the date of their publication in the *Official gazette*.
- (3) They shall apply to the persons directly recruited as Work Assistant, Class-III, in the subordinate services of the Narmada, Water Resources, Water Supply and Kalpsar Department in the State of Gujarat.

2. Definitions:-

In these rules, unless the context otherwise requires,-

- (1) 'Appendix' means the Appendix appended to these rules;
- (2) "Appointed date" means the date on which these rules shall come into force;
- (3) 'Contractual post' means the post of Work Assistant Class III, on which the direct recruits are appointed on contractual basis;
- (4) "direct recruit" means a person appointed on contractual basis on the post of Work Assistant, Class-III, on the recommendation of the Gujarat Subordinate Service Selection Board, Gandhinagar through competitive examination;
- (5) 'Director' means the Chief Engineer and Director of the Water and Land Management Institute (WALMI), Anand;
- (6) "Government" means the Government of Gujarat;
- (7) "institute" means Water and Land Management Institute (WALMI), Anand or such Institute as may be notified by the Government;
- (8) "Post - Training Examination" means the post – training examination held by the institute that has imparted pre-service training to the direct recruits;
- (9) "specified chances" means the number of chances specified in these rules within which a person is required to pass the Post - Training Examination;
- (10) "specified period" means the period specified in these rules within which a person is required to pass the Post - Training Examination.

3. Institutional training and Eligibility to appear in the post - training examination:- Every direct recruits shall be required to undergo Institutional training in the Institute and pass the post-training examination conducted by the institute in accordance with the following provisions, namely:-
 - (1) The Institutional training shall be for a period of six weeks. This training shall be imparted by the institute;
 - (2) The direct recruit shall be under the control of the Director of the institute during the period of their institutional training;
 - (3) The post-training examination shall be held by the institute after the institutional training period is over. The direct recruits who have completed the institutional training programme shall be required to pass the Post-Training Examination. After completion of the institutional training, the direct recruits shall be required to work in their respective offices until their post-training examination;
 - (4) In order to qualify for appearing at the Post-training examination, a direct recruit, shall be required to attend a minimum of 85% of the total number of lectures in the institutional training otherwise he shall be disqualified for appearing in the Post-training examination and his service shall be liable to be terminated from his contractual appointment;
 - (5) During the period of Institutional training, a direct recruit, shall not be allowed any type of leave or absence for more than three days. If the direct recruit remains absent for more than three days and the Director of the Institute is satisfied that his absence is not due to any unavoidable circumstances beyond his control, he may direct to deduct the pay of the direct recruit for the days of his absence.
4. Scheme of Examination :-
 - (1) The Post-training examination shall consist of three papers each of 100 (one hundred) marks.
 - (2) The syllabus of each paper shall be as specified in Appendix-A appended to these rules.
 - (3) The Post - Training examination shall consist of Multiple Choice Questions (MCQs).
 - (4) The candidate shall be allowed to answer the questions of papers 1 to 3 without books.
5. Chances for passing of the Post - Training examination.-
 - (1) The direct recruit shall be required to pass the post-training examination within maximum three chances during their contractual period:

Provided that a person belonging to the Scheduled Castes or the Scheduled Tribes who is unable to pass the post - training examination within three chances, shall be allowed one additional chance which shall have to be availed of within a period of one year from the date of declaration of the result of the examination of his third chance.
 - (2) If the direct recruit fails to pass the examination within the specified chances and specified period as required under these rules, his services shall be terminated.

Provided that if, in a case, the State Government is satisfied that the person could not pass the Post - training examination within the specified chances for the reasons beyond his control, it may, after recording reasons in writing allow him not more than two additional chances to pass such Post – training examination on payment of such examination fee as may be determined by the Government from time to time:

Provided further that if a person passes the post-training examination after availing the additional chances, he shall not be entitled to claim seniority over those persons who have passed such examination earlier than him within the specified chances and specified period.
 - (3) In the circumstances mentioned in sub-rule (1) and sub-rule (2) above, if examinations are not conducted in time or result thereof could not be declared before the contractual period of the direct recruits is over, his contractual period shall be deemed to have been extended till the declaration of the result of the examination of his/her last additional chance avail to him.
 - (4) Not appearing in the examination, shall be considered as a chance.
6. Publication of Result.- The director shall declare the result of each Post-training examination and shall submit the same to the Government.

7. Standard for passing of the examination.-

- (1) The standard for passing the Post-training examination shall be of fifty percent (50%) of the total marks assigned to each paper.
- (2) An unsuccessful candidate who secures sixty percent (60%) or more marks in one or more papers shall be exempted from appearing in that or those papers at the subsequent examinations.

8. The direct recruit shall not be entitled to claim any travelling allowance for the journey performed by him to attend institutional training and/or to appear in the post training examination.

9. Books for Pre-service training.- The institute shall provide books for institutional training and post- training examination to the direct recruits without obtaining any security deposit during their institutional training in the Institute. The direct recruits shall be required to return the books as soon as the Post-training examination is over. In case of their loss or damage, price of the books shall be recovered from the direct recruits by the institute.

10. Prohibition to use certain device in the Examination Hall.- No direct recruit shall be allowed to carry with him any other electronic communication devices like pager, cellular phone, lap top, i-pad, calculator etc. in the examination hall.

11. Security and Surety Bond.-Every direct recruit shall be required to execute surity and security bond in the form as specified in Appendix-B appended to these rules.

12. Miscellaneous Provisions.- The director is entitled to change or alter the schedule of the institutional training and/or Post-training examination as per the prevailing circumstances.

APPENDIX- "A"

(See rules 4 (2))

Syllabus for institutional training and Post-training Examination for the direct recruits.

Paper – 1 : Total - 100 Marks, Time : 3 hrs., without books (MCQs)

Construction Material and Construction Technology :

Soil Classification – Soil Testing – SBC – Surveying and Leveling – Canal Construction and Obstacles in Construction Activities layout of canal and marking of layout on site-General Information and knowledge of size, shape, type characteristics, testing making placing and efficient use of construction and materials viz Bricks, Sand, Grit, Kapchi Rubble, Steel etc. used in Construction of Canals, Canal banks, Dams, Canal Crossing Structures and Approach Roads – Operation, Maintenance and Painting of Gates of Dams, Canals, Regulator, outlet etc – Different type of Concrete Mixtures used in Canal Construction, foundation concrete etc. with different proportions viz 1:5:10, 1:4:8, 1:3:6 etc. Introduction and Information of Rubble and Masonry Construction, pillar, Arch, Lintel, Paver road, Minor-Sub Minor Canals etc – Details regarding RCC, units of measurement, shape, uses, precast concrete, prestressed concrete – Proportion of Cement and Concrete, methods of moixing, type of mixing proportion of water slump test, cube test, methods of testing uses of vibrator, curing, time limit, precautions etc – Grouting, Guniting and C.O.T. – For R.C.C. work introduction of types of steel bars, design, method of placing, binding, lap, bend etc- Types of canal lining, Gate Operation Techniques – Operation & Maintenance of Dams and Canals – pre-monsoon and post monsoon inspection of dams, timely repairing, Painting, Maintenance and Repair of Roads – Item Rate and Percentage Rate Contract, Conditions of Contract, Type of Tenders – Removal of Shrubs & Minor Vegetation before Construction of Canal and Dam, Trimming of Canal Section – In scarcity works measurement of borrow pits - canal Profile, Rolling, Watering, Diversion etc. – Introduction to lead and lift - In road works, Murrum Heaps Measurement – Rainfall measurement Quality Control of Works etc.

Paper – 2 : Total -100 Marks, Time : 3 hrs., without books (MCQs)

Land Acquisition and Rehabilitation, Computer Data Entry and Drawing :

Introduction and Information regarding canal excavation, Land acquisition and Land acquisition rules – Methods of Compensation for Land Acquisition and general information regarding award – Rehabilitation and Compensation rules for people for migration due to dam Construction – Computer data entry Introduction of Drawings and Plotting of AutoCAD Drawings.

Paper – 3 Total -100 Marks, Time : 3 hrs., without books (MCQs)**Irrigation Management, Repairing and Maintenance :**

Introduction and Information regarding application form for irrigation benefits and various other related dams for irrigation – definitions of various terminology used in irrigation – Irrigation and Irrigation acts – Method of remuneration of land of irrigation – co-operation to farmers in distribution – Different Irrigation methods like flow irrigation, lift irrigation, sprinkler irrigation, tapak irrigation, varabhandhi – information regarding economic use of water – Information regarding various form to be maintained to keep water accounts, units of quantity of water and area of water, Duty – Delta etc. – Information regarding different seasons and seasonal crop – Information regarding Piyat Mandli & its working – Information regarding and maintenance of Dams and Canals.

APPENDIX –B*(See Rule 11)***SURETY**

We.....
and.....
 residing at..... in taluka District Declare ourselves sureties for the above named.....(hereinafter referred to as “the candidate”) and guarantee that the candidate shall do and perform all that he has undertaken to do and perform and in case of his (1) failure to complete the prescribed training course, or (2) failure to appear in the Pre-service examination, or (3) failure to comply with any of the provisions of the probation rules, if any to the satisfaction of the Government, or (4) quitting service before the completion of the period of 3 years from the date of his regular appointment on satisfactory completion of the probationary “period”, we hereby bind ourselves jointly and severally to forfeit to the Government of Gujarat exercising the executive power of the Government of the State of Gujarat. (hereinafter referred to as “the Government”) the amount equal to the pay and allowances paid to him by the Government during his training plus the amount prescribed by the Government from time to time towards the cost of training imparted to him by the Institute. Being and expenditure incurred by Government on his training in which the candidate has bound himself and we agree that the Government may, without prejudice to other rights or remedies available to the Government recover the said amount from us as arrears of land revenue; and we also agree that any variation of the terms and condition specified in the said rules shall not discharge us from our liabilities to pay the said amount and for the purpose of enforcement of our liability under this agreement, our liability shall be joint and several with that of the candidate.

Dated this day of 20..... signed and delivered by the said.

Date :

Signature of Surety

Place :

Full address and Occupation

Signature of Surety. Full address and occupation. In the presence of:

Signature, full address and

Occupation of witness :

Signature, full address and

Occupation of witness :

SECURITY BOND

Know all men by these presents that I a candidate selected for the appointment to the post of in accordance with the rules contained in Government Notification, Department, No.Dated the(hereinafter referred to as “the rules”) an held and firmly bound up to the Governor of Gujarat exercising the executive power of the Government of the State of Gujarat (hereinafter referred to as “the Government” which expression shall, unless the context otherwise requires, include his successors in office and assigns) in the amount equal to pay and allowances paid to me by the Government during my training plus amount prescribed by the Government from time to time towards the cost of training imparted to me by Institute. Being an expenditure incurred by the Government on my training and which is to be paid to the Government for which payment, well and truly to be made, I bind myself, my heirs, executors, administrators and legal representatives by these presents whereas I am required under the rules to execute a bond for refund to the Government of the amount equal to pay and usual allowances drawn by me during the training in event of my (a) failure to complete the prescribed training course, or (b) failure to appear in the Pre-Service Examination, or (c) failure to comply with any of the provisions of the probation rules, if any, to the satisfaction of Government, or (d) quitting service before the completion of the period of 3 years from the date of my regular appointment on satisfactory completion of the probation period. Now, the condition of the above written bond is that, if, I, duly and faithfully observe and perform the stipulations and condition on my part to be observed and perform as contained in the said rules (Which rules shall be deemed to form part of this presents), then the above written bond shall be void, otherwise the same shall remain in full force and effect;

Provided that without prejudice to other right or remedies, it shall be open to the Government to recover the amount payable under this bond as arrears of land revenue.

In witness whereof I have here to set my hand this day of 20.....

Signature of the candidate

Signed and delivered by the above named in the presence of:-

- (1) Signature and full address
- (2) Signature and full address

By order and in the name of the Governor of Gujarat,

S. V. PARMAR

Deputy Secretary to Government.

શ્રેયાન વ્યવસ્થાપક, સરકારી મધ્યસ્થ મુદ્રણાલય, ગાંધીનગર

તા.૦૧/૧૧/૨૦૨૧ થી તા.૩૦/૧૧/૨૦૨૧ દરમિયાન પ્રસિદ્ધ થયેલ અસાધારણ રાજપત્રની યાદી

અનુ. નં.	અસાધારણ રાજપત્રનો નંબર	જાહેરનામાનો નંબર અને તારીખ (ભાગ-૪-અ)	પ્રસિદ્ધિની તારીખ	વિભાગનું નામ
૧	૨	૩	૪	૫
૧	૧૪૧	G/PT/2021/14/MVA/18/2009/3209/KH	૦૩/૧૧/૨૧	બંદરો અને વા.વ્ય. વિ.
૨	૧૪૨	GU/2021/60/BRT/102008/697/D.2	૦૩/૧૧/૨૧	ઉદ્યોગ અને ખાણ વિ.
૩	૧૪૩	GU/2021/61/BRT/102008/1165/D.2	”	ઉદ્યોગ અને ખાણ વિ.
૪	૧૪૪	GHM-2021-128-M-STP-122021-1925-H.1	૧૬/૧૧/૨૧	મહેસૂલ વિભાગ
૫	૧૪૫	GH/PT/2021/15/MVD/2017/699/KH	”	બંદરો અને વા.વ્ય. વિ.
૬	૧૪૬	GHR/2021/145/PGA/172021/24659/M-3	”	શ્રમ અને રોજગાર વિ.
૭	૧૪૭	G/PT/2021/16/MVD/102021/1542/KH	૨૫/૧૧/૨૧	બંદરો અને વા.વ્ય. વિ.

અનુ. નં.	અસાધારણ રાજપત્રનો નંબર	જાહેરનામાનો નંબર અને તારીખ (ભાગ-૪-અ)	પ્રસિદ્ધિની તારીખ	વિભાગનું નામ
૧	૨	૩	૪	૫
૮	૧૪૮	G/PT/2021/17/MVD/102021/1482/KH	૨૫/૧૧/૨૧	”
૯	૧૪૯	GHL/2021/10/SSP/152008/528357/A	”	સામાજિક ન્યાય અને અધિ. વિ.
૧૦	૧૫૦	GK/26/2021/COI/102021/104/A	૨૬/૧૧/૨૧	કાયદા વિભાગ
૧૧	૧૫૧	GS/2021-22-SKN-2021(1)-CU	૨૯/૧૧/૨૧	સા.વ્ય.વિ.
૧૨	૧૫૨	G/PT/2021/18/MVD/2012/1021/KH	૩૦/૧૧/૨૧	બંદરો અને વા.વ્ય. વિ.
૧૩	૧૫૩	GU/(62)2021-CCI/102021/634/KH	૩૦/૧૧/૨૧	ઉદ્યોગ અને ખાણ વિ.
૧૪	૧૫૪	GU/(63)2021-CCI/102021/782(428783)/KH.1	”	”

પી. બી. કનવર,
શ્રેયાન વ્યવસ્થાપક,
સરકારી મધ્યસ્થ મુદ્રણાલય, ગાંધીનગર.

